



CITY OF COLLEGE STATION

HUMAN RESOURCES


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MEMORANDUM

TO: Honorable Mayor and Councilmembers

THROUGH: Tom Brymer - City Manager 

FROM: Julie O'Connell - Human Resource Director 

DATE: February 26, 2001

RE: Executive Summary - Salary Survey Results

Attached you will find the salary survey recently completed by the Human Resources Department. Below is a brief explanation of the method used to gather and analyze the data and how to interpret this information.

This year we selected 83 benchmark positions (we did 50 last year), and we surveyed 15 Cities. We could survey more positions since we were able to obtain this information on the computer; we did not have to ask organizations to fill out forms for this number of positions. We limited the survey to the Cities that we used last year due to the availability of the data, and to keep the consistency from the previous survey. We chose not to look at the private sector due to the difficulties in obtaining the data and the low response rate we received last year. We limited our local public sector market to the City of Bryan because we hire employees from Bryan and we have also lost employees to the City of Bryan. Generally, we do not lose employees to the County, School Districts, or Texas A&M.

A statistical procedure called regression analysis was used to calculate a trend line. This is common practice in compensation plans. This line projects an average predicted market pay rate. This analysis allows us to generalize the results to all jobs in the City by comparing predicted rates to internal rates on the basis of job ranking. Overall, when looking at this information in comparison to other Cities, our minimum entry salaries are 7.6% below, our midpoint (60th percentile) is 8.0% below, and our maximums are 9.5% below. The percentages are different for each pay range, and those are what we used to establish new ranges (see attached salary range structure).

Keep in mind that our pay range midpoints will approximate the 60th percentile. We want to pay better than 60% of the market to stay competitive, and recruit and retain excellent employees. This is the policy the Council adopted in April 2000 (see attached policy). Our goal is that on average employees' pay should approximate the midpoint for performance that meets standards. This will be attained through skills, performance, and competency pay.